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A Study On Job Satisfaction At Srikalahasti Pipes Ltd, Srikalahasti

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ABSTRACT: Job satisfaction, employee satisfaction or work satisfaction is a measure of workers' contentment with their job, whether they like the job or individual aspects or facets of jobs, such as nature of work or supervision. The aim of the present paper is to review the concept of Job satisfaction, identify the factors influencing job satisfaction in general and to gather data from the Srikalahasthi Pipes Ltd., located at Srikalahsthi, Tirupati district of Andhra Pradesh to find the level of job satisfaction. Based on the factors influencing job satisfaction and employees attitudes the data is drawn from 120 respondents in the study area. The findings reveal that the employee's responses are very much influenced by their job skills, pay, medical and canteen facilities etc., The study concludes that the employees are very much satisfied in the organization.

Key Words: Job Satisfaction, Employee Performance, Human Resources.

INTRODUCTION:

Human Resources (HR) plays a pivotal role in shaping the success and sustainability of modern organizations. In today's dynamic job market, employees are presented with multiple career opportunities, making it essential for companies to actively foster an environment that promotes job satisfaction and professional growth. High attrition rates have become a growing concern, often resulting from unmet employee expectations, lack of engagement, or inadequate workplace support. To counter this, effective HR strategies must focus on retention by understanding employee needs, offering competitive benefits, and cultivating a positive organizational culture. By aligning business goals with employee aspirations, HR can not only reduce turnover but also enhance overall productivity and morale. Job satisfaction can be measured in cognitive, affective, and behavioral components. Job satisfaction is one of the major interests to the field of organizational behavior and the practice of HRM. It reflects employee's attitudes towards their job and commitment to an organization. job satisfaction refers to one's feelings or state of mind regarding the nature of their work. it describes how content an individual is with his or her job. Job satisfaction refers to a person's feelings of satisfaction on the job, which acts as a motivation to work. it is not self-satisfaction, happiness or self-contentment but satisfaction on the job.

IMPORTANCE OF THE JOB SATISFACTION:

Job satisfaction is imperative for employee effectiveness. When employees are unhappy, they disengage. Over time, their productivity declines. Sometimes, employees will turn in shoddy work without a second thought. However, when employees are satisfied with their roles, they give their all to the organization. Job satisfaction is very important in any field or employment. Organizations are considering human resources are valuable and very important for productivity. In order to managing the required employees and taking care of them by offering many benefits , improving their knowledge and also helping them in all aspects . In competitive environment employees move around and expectations are high in the work place. Organization also facing in hiring the talented employees and satisfying their desires and expectations too. Hence, the study

will need to know the factors to improve the job satisfaction of the employees and also suggesting the positive measures for the selected company.

KEY FACTORS INFLUENCING JOB SATISFACTION

Work Environment : Positive relationships with colleagues and supervisors. Safe, comfortable, and supportive physical and psychological workspace.
Compensation and Benefits : Fair salary aligned with responsibilities and market standards. Additional benefits like health insurance, bonuses, retirement plans.
Career Development Opportunities: Access to training, skill development, and promotion pathways. Clear career progression and growth opportunities.
Recognition and Appreciation: Acknowledgment of efforts, achievements, and contributions. Rewards (monetary or non-monetary) and regular feedback.
Work-Life Balance: Reasonable workload and deadlines. Flexibility in working hours or remote work options.
Job Security: Stability and confidence in continued employment. Transparent communication from management about organizational health.
Nature of the Work: Interesting, meaningful, and engaging tasks. Alignment between job responsibilities and employee skills/interests.
Management and Leadership: Effective, fair, and supportive supervisors. Opportunities for employees to provide input and participate in decisions.
Organizational Culture : Shared values, respect, inclusion, and ethical practices. A sense of belonging and alignment with the company's mission.

REVIEW OF LITERATURE:

Shaheen, Sajid, Batool (2013), mentioned some of the factors that affect motivation of faculties or the academic staff. The most important two factors according to them are: Individual or person specific factors and Institution or organization specific factors. These factors may appear in the form of career enhancements, perks offered to the faculty members and also in the form of laying down the encouraging administrative policies that creates conducive teaching or education environment within the Institution or the organization itself.

Alam & Farid (2011), research throws lights on two aspects which are important in maintaining job satisfaction levels of the faculty members. They are viz. perks and incentives and the other one is administrative policies.

Corcoran et al., (2004) stated that the quality of the education imparted is also equally important. In fact it states that it the only and the most influencing factor that affects the job satisfaction levels.

Foor M., & Cano, J. (2011) on the Predictors of Job Satisfaction among Selected Agriculture Faculty mentioned that in general faculty members with specializing in the areas such as agricultural leadership, agricultural teacher education, agricultural communication, and extension education are moderately satisfied with their job. Faculty members with specialization in agricultural communications reported the highest level of overall job satisfaction.

Adeyinka Tella et.al (2007) studied Work Motivation, Job Satisfaction, and Organisational Commitment of Library Personnel in Academic and Research Libraries in Oyo State, Nigeria. They discussed some variables such as salary, money, staff training and availability of information, which are related to job satisfaction.

OBJECTIVES OF THE STUDY :

1. To study the concepts of job satisfaction in general.
2. To identify and analyse the factors influenced on job satisfaction in the study.
3. To measure the employee job satisfaction at the study area.

METHODOLOGY :

The present research article is descriptive in nature and the information was gathered from primary and secondary sources. Primary data was gathered directly from respondents through questionnaire and the secondary data was gathered from published documents, journals and websites etc., 120 respondents were participated in this analysis as a sample size.

DATA ANALYSIS AND INTERPRETATION:

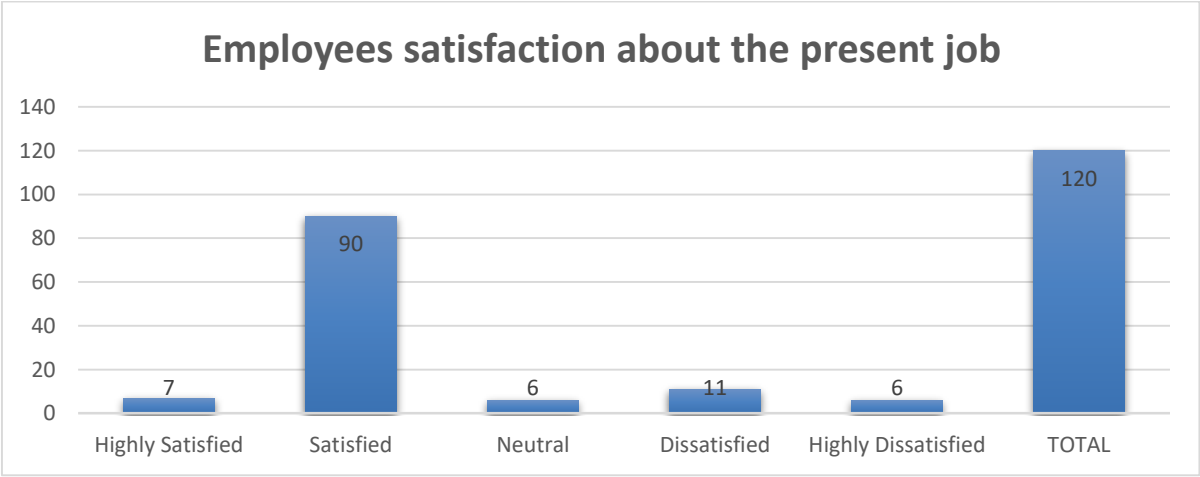
Employees generally express that while they are moderately satisfied with their current jobs, there are several unmet needs that, if addressed, could significantly improve their satisfaction levels. Many feel the need for clearer career growth paths and more opportunities for professional development, as they desire to enhance their skills and advance within the organization. Compensation is another key area, with employees indicating that salary adjustments and better benefits would more fairly reflect their contributions and the rising cost of living. Additionally, employees highlight the need for stronger recognition and appreciation from management, as many feel their efforts go unnoticed, which affects morale. Work-life balance remains a core need, with some employees requesting more flexible work arrangements or manageable workloads to reduce stress. Addressing these needs is seen by employees as essential for improving job satisfaction and long-term commitment to the organization. In order to find the satisfaction of the present job in the study area and the results are following.

TABLE NO.1:

Opinion of the employees about satisfaction of the present job

Degree of Respondents	No. of Respondents	Percentage
Highly Satisfied	7	5.9
Satisfied	90	75
Neutral	6	5
Dissatisfied	11	9.1
Highly Dissatisfied	6	5
Total	**120**	**100**

SOURCE: FIELD STUDY



INTERPRETATION :

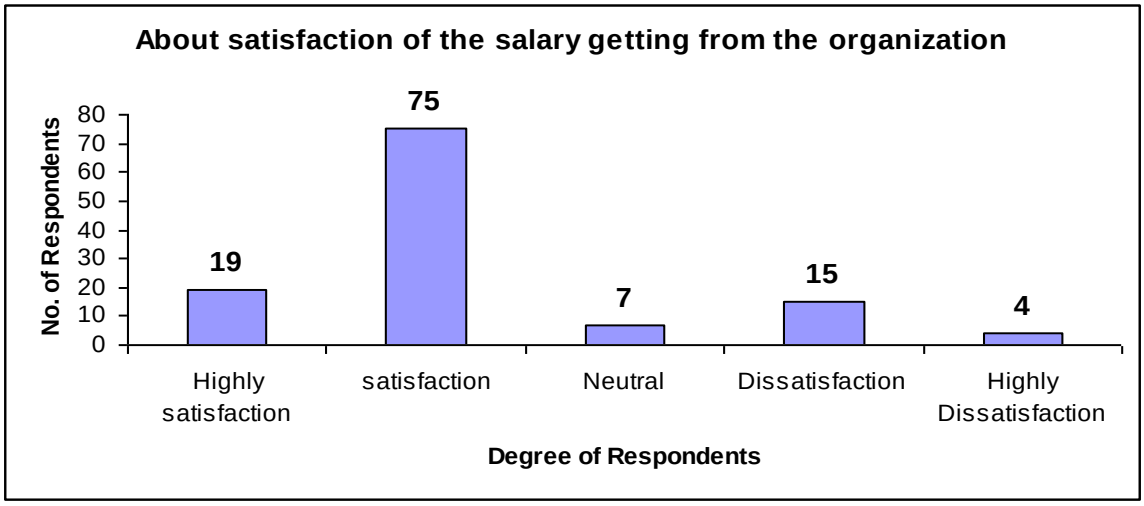
From the above table shows that 75% of the employees were satisfied with the present job. The employees are felt dissatisfied (9.1%) and 5% of employees were highly dissatisfied with their work in the present organization. It is also observed that 5.9% employees were highly satisfied, 5% of employees were neutral in their present job in the organization. It is found that majority 75% of the employees are satisfied with their job in the working organization.

TABLE NO.2

Satisfaction of the respondents with salary provided by the organization

Degree of Respondents	No. of Respondents	Percentage
Highly Satisfied	19	15.8
Satisfied	75	62.5
Neutral	7	5.8
Dissatisfied	15	12.5
Highly Dissatisfied	4	3.3
Total	**120**	**100**

SOURCE: FIELD STUDY.



INTERPRETATION :

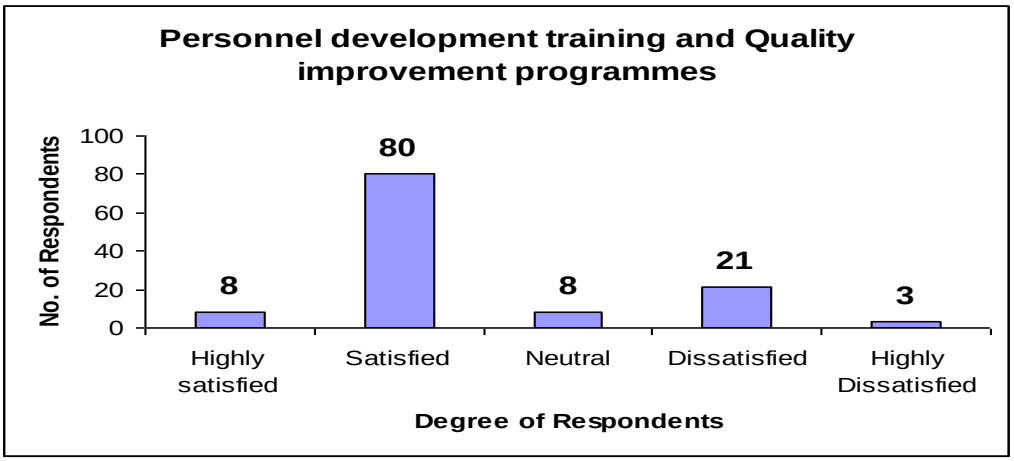
From the above table shows that 62.5% of the employees were satisfied with their pay. 12.5% of employees were dissatisfied, 15.8% employees were highly satisfied, 15.8% of employees were neutral and 5.8% of employees were highly dissatisfied of salary getting from organization. It is observed that majority 62.5% of employee were satisfied with their salary from the organization.

TABLE NO.3

Reponses of Personality Development Trainings and Quality Improvement Programs

Degree of Respondents	No. of Respondents	Percentage
Highly Satisfied	8	6.6
Satisfied	80	66.6
Neutral	8	6.6
Dissatisfied	21	17.5
Highly Dissatisfied	3	2.5
Total	**120**	**100**

SOURCE: FIELD STUDY



INTERPRETATION :
From the above table shows that 66.6% of the employees were satisfied,17.5% of employees were dissatisfied, 6.6% employees were highly satisfied, 6.6% of employees were neutral and 2.5 % of employees were highly dissatisfied on personnel development training and quality improvement programs. It is observed that majority 66.6% employees were satisfied with personal development training and quality improvement programs in the organization.

TABLE NO.4
Responses of Medical facilities provided by organization

Degree of Respondents	No. of Respondent	Percentage
YES	86	71.6
NO	34	28.3
Total	**120**	**100**

SOURCE: FIELD STUDY
Interpretation : From the above table shows that 71.6% of employees are felt good medical facilities ing by organization and 28.3% are felt that not providing the medical facilities in the organization. It is observed that majority 71.6% employees were felt good with medical facility provided by the organization.

TABLE NO.5:

Opinion of the Job security in the organization:

Degree of Respondents	No. of Respondents	Percentage
Highly Satisfied	20	16.6
Satisfied	89	74.1
Neutral	4	3.3
Dissatisfied	7	5.8
Highly Dissatisfied	0	0
Total	**120**	**100**

INTERPRETATION :

From the above table shows that 74.1% of the employees were satisfied, 5.8% of employees dissatisfied, 16.6% employees were highly satisfied and 3.3% of employees were neutral. It is observed that majority 74.1% of employees were satisfied with job security in the organization.

FINDINGS :

1. It is found that majority 75% of the employees are satisfied with their job in the working organization.
2. It observed that majority 62.5% of employee were satisfied salary getting from the organization.
3. It is observed that majority 66.6% employees were satisfied with personal development training and quality improvement programs in the organization.
4. It is observed that majority 71.6% employees were felt good with medical facility provided by the organization.
5. It is observed that majority 74.1% of employees were satisfied with job security in the organization.

SUGGESTIONS :

1. Organization has to provide more number of training and development programs and educational plans for the growth and development of employees.
2. Superiors have to guide their subordinates with their advices and assistance which motivate employees.
3. Programs like job rotation will enhance the skills of employee there by decreasing the monogyny in the job.
4. One effective suggestion for improving job satisfaction is to **implement regular employee feedback and recognition programs.** When employees feel heard and appreciated, their sense of value and engagement increases. This can be done through periodic surveys, one-on-one check-ins, and public acknowledgment of achievements. Recognizing both individual and team contributions fosters a positive work environment, strengthens morale, and helps align personal goals with organizational objectives—leading to greater satisfaction and lower turnover.

CONCLUSION:

Based on collected feedback, the majority of employees express **moderate to high satisfaction** with their current jobs. Here's a breakdown of the key themes emerging from their opinions:

Work Environment: Many employees appreciate a supportive and collaborative work environment, with good relationships among colleagues and approachable supervisors.

Job Security: Employees feel relatively secure in their roles, which adds to their satisfaction.

Learning Opportunities: Several respondents highlight opportunities for skill development, training, and career growth as positive aspects.

Work-Life Balance: Flexible working hours and reasonable workloads are frequently mentioned as important factors contributing to job satisfaction.

Employees are the real assets of an organization. In today's scenario to be competitive though, an organization has to face challenges prevailing employees in an organization have to be more productive , to meet the challenges the employee to be paid enough and rewarded well for the productive work. By paying conations towards the contributory factors of job satisfaction in **SRIKALAHASTHI PIPES LTD** can make their employees a willing work employees of **SRIKALAHASTHI PIPES LTD** are satisfied with their level of work.

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